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## APPLICATION PROCESS

The City of Bryan hires firefighters from an eligibility list, which consists of applicants who have successfully passed a written examination. The list remains valid for one (1) year, unless exhausted sooner. After passing the written exam, the applicant must pass a fitness assessment and task proficiency assessment, a thorough background investigation, the Behavioral Personnel Assessment Device (B-PAD), an oral interview, a physical examination, and a drug screen. The applicant must successfully complete the above criteria before a final review is done and a job offer is made. Failure to meet the minimum requirements, false statements made in any material fact, any information intentionally withheld or omitted, or any deception or attempt of deception or fraud at any point during the employment process by the applicant shall result in immediate disqualification. Applicants may be disqualified at any phase of the process.

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## CITY AND DEPARTMENT

Bryan is a city noted for its warmth and hospitality. It covers an area of 34.5 square miles and has a population of over 65,000. Situated in the center of the "Texas Triangle" formed by Houston, Dallas/Fort Worth and San Antonio, over 80% of the state's population is within three hours drive from Bryan. Bryan and its sister city, College Station, are also privileged to be the home of the Texas A&M University and the George Bush Presidential Library. The Bryan Fire Department has an operational budget of approximately \$6.5 million with 91 full-time employees operating out of four fire stations. The department provides fire protection and emergency medical services to the City of Bryan, as well as EMS to the northern half of Brazos County.

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## MINIMUM REQUIREMENTS

- United States citizen.
- Between the ages of 18 and 35.
- Possess a High School diploma or GED, and be able to read and write the English language.
- Licensed or certified (or certifiable) EMT through the Texas Department of Health.
- Must meet all legal requirements of the Texas Commission on Fire Protection Personnel Standards and Education.
- Basic Firefighter Certification (or certifiable).
- Meet the physical standards for the position.
- Possess a valid Class B Exempt Texas Operators License with a good driving record.
- If applicable, military service with honorable discharge as stipulated on DD-214 Form.
- No felony convictions or major misdemeanor charges or admissions.
- Good moral character, stable employment history and no history of any conduct which may affect suitability for firefighter work.

## **FITNESS ASSESSMENT**

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You will have 12 minutes to run/walk one (1) mile. You can either run, walk, or do a combination of each. However, you can not stop forward movement. This task will be separate from all other tasks. Should you pass this assessment, you will report to the Bryan Fire Department drill field for the remaining tasks. (Directions to the drill field will be given at the test.)

## **TASK PROFICIENCY ASSESSMENT**

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**NATURE OF ASSESSMENT:** All exercises in the Physical Proficiency Examination are simulations of the actual tasks performed by the Bryan Firefighters in the discharge of their duties. All tasks are to be performed with bunker coat, gloves, helmet and air pack (except the ladder climb). Tasks 1 through 9 will be performed continuously with no breaks between tasks. If you are unable to perform a task, you will continue testing and retry that task at the end of the test. There will be no breaks between the end of the test and the task you are re-testing for. You will only be allowed one re-test.

- TASK 1** With the ladder fully extended at 70 degrees, climb to the top platform without stopping. You will be tied off with a safety line. Gloves and helmet only.
- TASK 2** Pick up nozzle end of 100-ft of A 1 ¾ inch hose and drag the hose 75 ft. to a pre-positioned drum. Make a 90 degree turn and continue an additional 25 ft. Place nozzle in box, kneel on one knee, and pull remaining 75 ft. across finish line.
- TASK 3** Using hand-over-hand technique, raise the flies of a 35 foot extension ladder to maximum height.
- TASK 4** Carry a 50 foot rolled section of double jacketed 3 inch hose from the base of the training tower up to the fourth floor and back down to the base.
- TASK 5** Carry a 50 foot roll of 3 inch hose, walk the length of a 28 foot ladder laid on the ground. Stepping only on the side rails and without stepping off the ladder.
- TASK 6** Stand at the fourth story of the training tower, pull a 35 pound equipment bag that is attached to a 1/2 inch rope to the top of the railing. You must use a hand-under-hand method. The rope can not touch the railing. Once you start, you can not stop upward movement of the equipment bag.
- TASK 7** Walk 50 yards, pick up a 165 pound rescue mannequin, and drag it back to your starting point without stopping.
- TASK 8** Using a 8 pound sledgehammer, move the Keiser slide to the opposite end in 22 hits.
- TASK 9** Pick up a positive pressure fan and walk 25 yards without setting it down.

## **SALARY**

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Probationary Firefighter - \$33,500/year

## BENEFITS

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- Longevity Pay - \$4.00/month for each year of service; maximum of \$100/month.
- Sick Leave - 15 days (7 1/2 24-hour shifts) per year; unlimited accumulation.
- Vacation – 15 days/year.
- Holidays - 10 paid and 2 additional floating holidays per year.
- Certification pay.
- Group health insurance with deductible, flexible spending accounts, and Section 125 options.
- Life insurance, long term disability and workers' compensation. Optional life insurance and deferred plans are also available.
- Retirement plan with the Texas Municipal Retirement System. Employees contributes 7%, city matches 2:1. Retirement with 20 years service any age, or at age 60 with 5 years of service.
- Opportunity to attend training schools.
- Equipment and uniforms are furnished.
- Employee Assistance Program.
- College tuition reimbursement program.
- Shift schedule - 24 hours on / 48 hours off.

## FIRE CERTIFICATION & ASSIGNMENT PAY PLANS

*Effective 10/01/05*

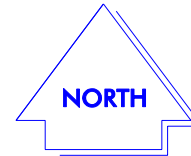
<b>CERTIFICATION PAY PLAN</b>	
<i>Certification</i>	<i>Amount</i>
Basic Structural Fire Protection	\$0.00
Intermediate Structural Fire Protection	\$75.00
Advanced Structural Fire Protection	\$100.00
Master Structural Fire Protection	\$150.00
Basic Fire Protection Instructor	\$25.00
Intermediate Fire Protection Instructor	\$50.00
Advanced Fire Protection Instructor	\$75.00
Master Fire Protection Instructor	\$100.00
"C" Inspector	\$0.00
"B" Inspector	\$0.00
"A" Inspector	\$25.00
Intermediate Inspector	\$50.00
Advanced Inspector	\$75.00
Master Inspector	\$100.00
Basic Fire & Arson Investigation	\$25.00
Intermediate Fire & Arson Investigation+A1	\$50.00
Advanced Fire & Arson Investigation	\$75.00
Master Fire & Arson Investigation	\$100.00
EMT	\$0.00
Intermediate EMT	\$50.00
Paramedic	\$150.00
Basic Peace Officer	\$50.00
Intermediate Peace Officer	\$75.00
Advanced Peace Officer	\$100.00
<b><i>Maximum Certification Pay</i></b>	<b><i>\$225.00</i></b>

<b>ASSIGNMENT PAY PLAN</b>	
EMS Coordinator	\$100.00
Training Coordinator	\$100.00
Medic	\$1.875/shift hr

*Note: Certification Pay & Assignment Pay are paid on a monthly basis, with the exception of medic assignment pay, which is paid on an hourly basis.*

WACO  
85 Mi.

DALLAS  
165 Mi.



SCALE:  
0 1/2 Mi. 1 Mi.

HARVEY MITCHELL PKWY

TEXAS AVE.

EAST ST HWY 21

COULTER AIRPORT

2818

190

21

190

21

WILLIAM JOEL BRYAN PKWY

**Bryan**  
Texas

SAN ANTONIO - 165 Mi.  
AUSTIN - 100 Mi.

2818

Bus 6

TEXAS AVE

S COLLEGE

308

VILLAMARIA

20TH

BRIARCREST  
CAMPUS DR.

EARL RUDDER FREEWAY

1179

BOONVILLE ROAD

UNIVERSITY DR.

60

HARVEY RD.

158

30

6

HOUSTON  
96 Mi.

**BRAZOS CENTER**  
**3232 BRIARCREST DR.**

CITY OF COLLEGE STATION

60

EASTERWOOD AIRPORT

VILLA MARIA

1179

47